VF (C,B)
Ontario Public Service Employees Union

PAY EQUITY SURVEY

HUMAN RESOURCES SECRETARIAT

ONTARIO PUBLIC SERVICE EMPLOYEES UNION

1. If your job title is not correct in the above, what is your correct job title? _____

2. If your class is not correct, please tell us your correct class. _____

3. Are you in an acting position? Yes [ ] No [ ]
(Please complete the questionnaire on the basis of the job that you are acting in right now.)

4. How long have you been in your current position? _____

5. What level of EDUCATION do you have? Check all levels that apply. If you come from an educational system outside of Ontario, check the levels that are nearest to the levels of education you have.

a. Elementary school ☐

b. Some high school or some business or vocational courses, such as plumbing, typing or drafting ☐

c. High school diploma ☐

d. High school diploma plus some business or vocational courses, such as plumbing, typing or drafting ☐

e. Completion of a 1 year program in a community college, technical or commercial school ☐

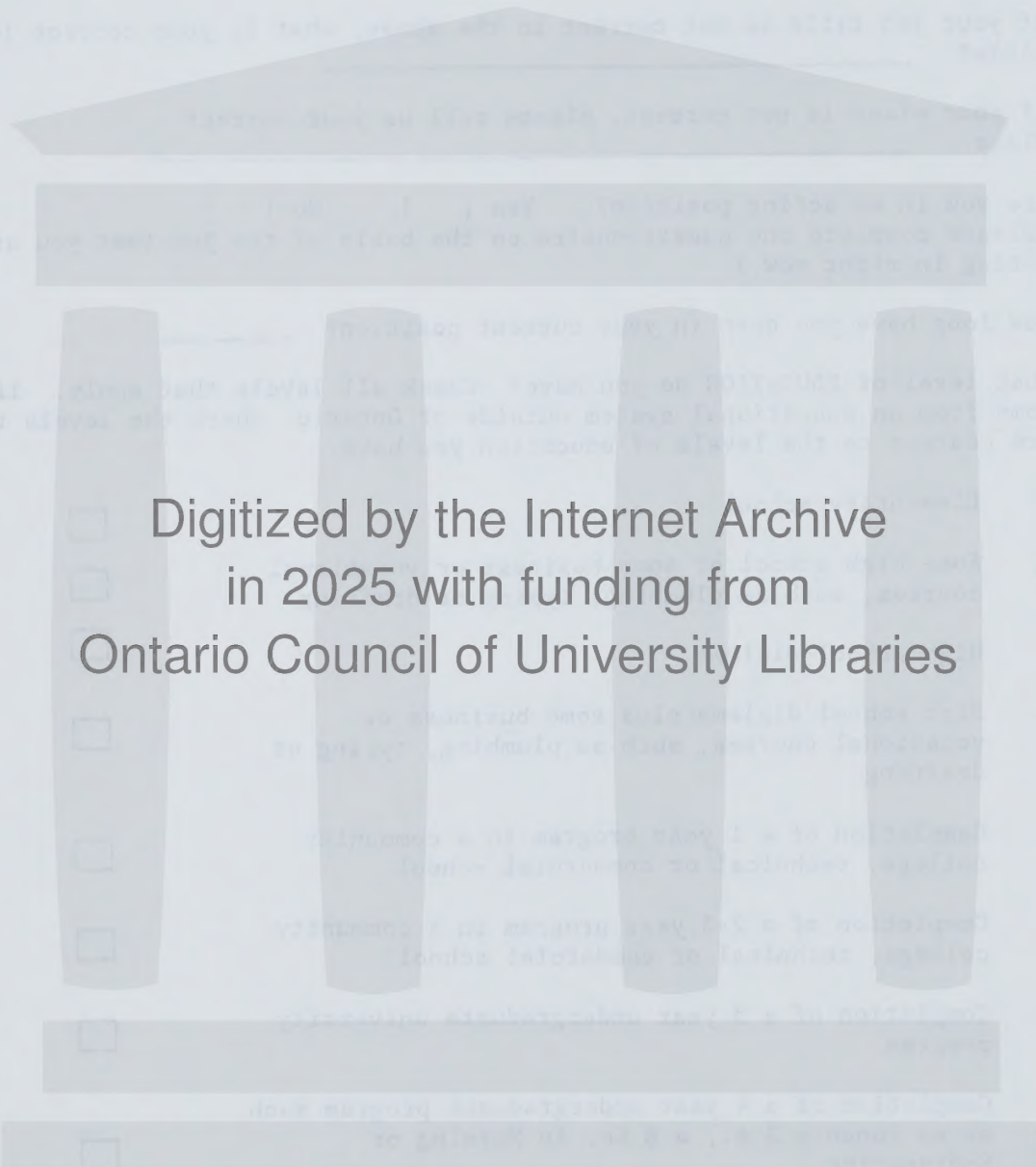
f. Completion of a 2-3 year program in a community college, technical or commercial school ☐

g. Completion of a 3 year undergraduate university program ☐

h. Completion of a 4 year undergraduate program such as an Honours B.A., a B.Sc. in Nursing or Engineering ☐

i. Completion of a 1-2 year program after graduation from university, for example, a Master's program ☐

j. Completion of a 3-5 year program in graduate or professional school such as law or medicine or a doctoral program ☐



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Circle ONE number on each scale

		Rarely or never	Some times	Fairly often	Often	Very often
1.	In some jobs people are interrupted more often than in others. How often must you stop what you are doing in order to do something else immediately?	1	2	3	4	5
2.	How often do you do more than one thing at the same time?	1	2	3	4	5
	Some examples could be answering phone inquiries while checking forms, or comforting one resident or patient while minding others.					
3.	How often does your job involve juggling conflicting demands?	1	2	3	4	5
4.	How often does your job involve tight or frequently changing deadlines?	1	2	3	4	5
5.	How often do you have to respond to urgent situations?	1	2	3	4	5
6.	How often do you have to respond to life-threatening emergencies?	1	2	3	4	5
7.	How often do you work alone throughout the night?	1	2	3	4	5
8.	How often do you work in the same posture for long periods of time?	1	2	3	4	5
9.	How often must you remain at your work station or unit and cannot leave unless a replacement is found?	1	2	3	4	5
10.	How often do you have to make quick decisions?	1	2	3	4	5
11.	How often do you deal with new and unfamiliar situations, issues or problems in your job?	1	2	3	4	5
12.	How often are you faced with a number of choices from which you must select the best way to do your work?	1	2	3	4	5
13.	How often is it difficult to decide among the choices available to you?	1	2	3	4	5

THE FOLLOWING THREE QUESTIONS ASK ABOUT SKILLS IN THE LANGUAGE YOU NORMALLY USE IN YOUR JOB. YOU WILL BE ASKED ABOUT THE USE OF SKILLS IN OTHER LANGUAGES LATER.

Check ALL that apply

14. Most people have to READ as a part of their job. Which of the following do you do?

    a. Does not apply ☐
    b. Read short notes, brief forms or instructions ☐
    c. Read longer, straightforward material such as detailed forms, standard memos or letters ☐
    d. Read and understand less straightforward material such as activity reports, procedures manuals, non-standard letters ☐
    e. Read and understand complex material such as trade journals or audit reports ☐
    f. Read and understand highly complex material such as specialized, professional, technical or legal papers ☐

15. Most people have to WRITE as a part of their job. Which of the following do you do?

    a. Does not apply ☐
    b. Write short notes, brief forms or instructions ☐
    c. Write longer, straightforward material such as standard memos or letters, or detailed forms ☐
    d. Write less straightforward material such as progress or case reports, procedures or non-standard letters ☐
    e. Write complex materials, such as audit reports, position papers, project or policy proposals ☐
    f. Write highly complex material that requires unusually precise language such as legislation, legal or scientific papers ☐

16. Many jobs require EDITING of other people's work. Which of the following do you do?

    a. Does not apply ☐
    b. Proofread for typos or grammatical errors ☐
    c. Make minor content or style revisions ☐
    d. Rewrite content or do major revisions ☐

Check ALL that apply

17. Many jobs require MATH skills. Which of the following do you use?

a. Does not apply ☐

b. Counting, adding or subtracting ☐

c. Multiplying or dividing ☐

d. Calculating percentages, fractions or basic statistics such as averages or standard deviations ☐

e. Basic algebra, geometry or trigonometry ☐

f. Thorough knowledge of more complex mathematics such as basic calculus, analytical geometry or simple regression analysis ☐

g. Expert knowledge of highly complex mathematics such as advanced calculus, factor analysis or multiple regression ☐

18. What statements describe your responsibility for working with RESTRICTED or VERY CONFIDENTIAL matters, such as medical or personal information, or politically sensitive documents?

a. Does not apply ☐

b. Working in an area where you have access to confidential information ☐

c. Handling confidential information, such as by processing confidential data or keeping or filing confidential records ☐

d. Answering inquiries involving confidential information, where established rules or standards tell you what to release ☐

e. Answering inquiries involving confidential information, where you must use your own discretion to decide what to release ☐

19. Many people use computers in their job. Which of the following do you do?

a. Does not apply ☐

b. Enter, edit or retrieve data ☐

c. Use spreadsheet, database, wordprocessing or financial software ☐

d. Analyze software problems or develop original programs ☐

e. Perform systems analysis ☐

Circle ONE number on each scale

		Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
20.	In order to do your job, how much time do you spend working in situations that involve:					
(1)	a lot of dust, sand, ash or sawdust.	1	2	3	4	5
(2)	air that does not circulate well.	1	2	3	4	5
(3)	a lack of privacy.	1	2	3	4	5
(4)	handling substances such as grease or mud.	1	2	3	4	5
(5)	handling substances such as ink, toner or glue.	1	2	3	4	5
(6)	contact with substances such as body fluids.	1	2	3	4	5
(7)	handling substances such as food garbage.	1	2	3	4	5
(8)	contact with dead people.	1	2	3	4	5
(9)	contact with dead animals.	1	2	3	4	5
(10)	using equipment such as computer screens or microfiche; or working in extreme light conditions such as in welding, TV studios, or photo labs or using microscopes.	1	2	3	4	5
(11)	extreme indoor conditions such as heat above 90°F (32°C) or cold below 40°F (5°C). Some examples could be a laundry, kitchen or cold storage room.	1	2	3	4	5
(12)	extreme outdoor conditions; for example, storms or heavy fog.	1	2	3	4	5
(13)	geographically isolated or remote areas.	1	2	3	4	5
(14)	isolation from co-workers.	1	2	3	4	5
(15)	working in high security areas which are kept locked.	1	2	3	4	5
(16)	unpleasant odours, gases or fumes.	1	2	3	4	5
(17)	strong vibrations.	1	2	3	4	5
(18)	very loud or disturbing noises.	1	2	3	4	5
(19)	tight physical spaces that limit your movement.	1	2	3	4	5

		A little	Some	Moder-ate	Consid-erable	Great
21.	How much variety is there in the types of situations, issues or problems you must deal with in your job?	1	2	3	4	5

Circle ONE number on each scale	Very short	Short	Medium	Long	Very long
22. What sort of timeframes do you usually have to think about when resolving problems or issues in your job?	1	2	3	4	5

	Rarely or never	Some times	Fairly often	Often	Very often
23. In doing your job, how often do you have to interpret or change the rules or guidelines governing your work?	1	2	3	4	5
24. In doing your job, how often do you have to develop new approaches to your work within general goals or objectives?	1	2	3	4	5
25. How often do you refer work problems or issues to your supervisor for resolution?	1	2	3	4	5
26. How often do you consult with others to resolve work problems or issues?	1	2	3	4	5

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
27. How much time do you spend doing work requiring careful attention to detail and accuracy?	1	2	3	4	5

Some examples could be filling in forms, typing, checking columns of figures or drawing maps.

28. How much time do you spend doing work which requires concentrating intensely where shifting your attention for even a moment may cause damage, or work to be done over again?	1	2	3	4	5
29. How much time do you spend using specialized terminology in your job?	1	2	3	4	5

Some examples could be shorthand, scientific, medical or legal terminology, sign, Morse code, braille or blissymbolics.

Check the ONE that applies

30. What kind of pre-set quotas do you have to meet in a set period of time?

- a. Does not apply ☐
- b. By the second ☐
- c. By the minute ☐
- d. By the hour ☐
- e. By the day ☐
- f. By the week ☐
- g. By the month ☐

31. Is your work electronically monitored? Yes ☐ No ☐

32. What planning timeframes do you usually work with?

- a. Minutes ☐
- b. Hours ☐
- c. Days ☐
- d. Weeks ☐
- e. Months ☐
- f. Years ☐

Circle ONE number on each scale

		Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
33.	How much of the time do you need the following qualities in your job:					
(1)	a great deal of tact and courtesy with people (other than co-workers).	1	2	3	4	5
(2)	a great deal of patience with people (other than co-workers).	1	2	3	4	5
(3)	comforting people (other than co-workers).	1	2	3	4	5
(4)	nurturing people (other than co-workers).	1	2	3	4	5

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
34. Some people deal on the TELEPHONE with people who are in difficult situations. How much time do you spend:					
(1) on the telephone with people who are upset, angry or confused.	1	2	3	4	5
(2) on the telephone with people who are threatening or abusive.	1	2	3	4	5
(3) on the telephone with people in emergencies or in extreme situations.	1	2	3	4	5
Some examples could be poverty, eviction, job loss or under arrest.					
35. Many people have to use communication skills in their job. How much of your time do you spend on the following:					
(1) giving information, explanations or instructions.	1	2	3	4	5
Some examples could be responding to inquiries or complaints from members of the public, assisting other staff with work procedures, instructing clients.					
(2) making presentations at meetings, information sessions, lectures or hearings.	1	2	3	4	5
(3) asking questions to get information.	1	2	3	4	5
Some examples could be getting information from the public, reviewing forms or questioning patients, clients or residents					
(4) encouraging appropriate behaviour through informal counselling or interaction with patients, residents, inmates or clients.	1	2	3	4	5
(5) providing counselling to promote changed behaviour in individuals through means such as formal counselling or psychotherapy.	1	2	3	4	5
(6) conducting investigative or assessment interviews, such as clinical assessments, job interviews, hearings or operational audits.	1	2	3	4	5
(7) providing advice on program or service areas to clients, organizations or members of the public.	1	2	3	4	5
(8) providing expert advice, opinion or testimony on areas of specialty.	1	2	3	4	5
(9) providing formal consulting services to individuals or organizations.	1	2	3	4	5
Some examples could be ministries, agencies, businesses or special interest groups.					

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
35. (continued)					
(10) gaining co-operation of others to solve work problems.	1	2	3	4	5
(11) leading meetings to obtain agreement from others who hold a number of conflicting views on complicated issues.	1	2	3	4	5
(12) negotiating legally binding settlements or agreements.	1	2	3	4	5
36. In your job you may help people who are in difficult situations. How much time do you spend dealing, IN PERSON, with:					
(1) clients, residents, inmates or members of the public who are upset, angry or confused.	1	2	3	4	5
(2) clients, residents, inmates or members of the public who are threatening or abusive.	1	2	3	4	5
(3) clients, residents, inmates or members of the public who are physically violent.	1	2	3	4	5
(4) people in emergencies or in extreme situations.	1	2	3	4	5
Some examples could be poverty, eviction, job loss, arrest, car accidents, bankruptcy or cases of abuse.					
37. Some people are responsible for care and treatment of other people. How much time do you spend:					
(1) treating and caring for people who are severely mentally retarded.	1	2	3	4	5
(2) treating and caring for people with severe physical or psychological impairment.	1	2	3	4	5
(3) treating and caring for people who are terminally ill.	1	2	3	4	5

Circle ONE number on each scale	Rarely or never	Some times	Fairly often	Often	Very often
38. How often do you have to learn new technology, legislation or procedures in your job (once you are basically comfortable in it)?	1	2	3	4	5
39. In many jobs, people have to keep updated. To keep current in your job, how often must you attend courses, seminars or workshops?	1	2	3	4	5
40. How often do you have to memorize new facts or routines and recall them without looking them up?	1	2	3	4	5

Check ALL that apply

41. Some people SPEAK several languages in the course of doing their job. Which of the following do you do?

a. Does not apply ☐

b. Use everyday words to communicate straightforward information ☐

c. Participate in discussions requiring moderately complex language ☐

d. Participate in discussions requiring an extensive vocabulary and very precise expression ☐

42. Some people READ several languages in the course of doing their job. Which of the following do you do?

a. Does not apply ☐

b. Read short notes, brief forms, or instructions ☐

c. Read longer, straightforward material such as detailed forms, standard memos or letters ☐

d. Read and understand less straightforward material such as activity reports, procedures manuals, non-standard letters ☐

e. Read and understand complex material such as trade journals or audit reports ☐

f. Read and interpret highly complex material such as specialized, professional, technical or legal papers ☐

43. Some people WRITE several languages in the course of doing their job. Which of the following do you do?

a. Does not apply ☐

b. Write short notes, brief forms or instructions ☐

c. Write longer, straightforward material such as standard memos or letters, or detailed forms ☐

d. Write less straightforward material such as progress or case reports, procedures or non-standard letters ☐

e. Write complex material such as audit reports, position papers, project or policy proposals ☐

f. Write highly complex material that requires unusually precise language such as legislation, legal or scientific papers ☐

Check ALL that apply

44. Some people EDIT other people's work in several languages in the course of doing their job. Which of the following do you do?

a. Does not apply ☐

b. Proofread for typos or grammatical errors ☐

c. Make minor content or style revisions ☐

d. Rewrite content or do major revisions ☐

Circle ONE number on each scale

	Little or none	Some	Half	A lot	Most or all
45. How much of the information you use in your work do you compile from different sources?	1	2	3	4	5
46. How much of your work involves extracting information from various sources and applying it directly?	1	2	3	4	5
47. How much of the information you need to do your work must you analyze and evaluate before you can use it?	1	2	3	4	5

Check the ONE that applies

48. What level of EDUCATION is generally required for your job?

a. Elementary school ☐

b. Some high school or some business or vocational courses, such as plumbing, typing or drafting ☐

c. High school diploma ☐

d. High school diploma plus some business or vocational courses, such as plumbing, typing or drafting ☐

e. Completion of a 1 year program in a community college, technical or commercial school ☐

f. Completion of a 2-3 year program in a community college, technical or commercial school ☐

g. Completion of a 3 year undergraduate university program ☐

h. Completion of a 4 year undergraduate program such as an Honours B.A., a B.Sc. in Nursing or Engineering ☐

i. Completion of a 1-2 year program after graduation from university, for example, a Masters program ☐

j. Completion of a 3-5 year program in graduate or professional school such as law or medicine or a doctoral program ☐

Check the ONE that applies

49. Different sorts of work prepared you for your present job. This may have been paid work or unpaid work such as volunteer work, driving or homemaking. Before you started your job, how much related work experience did you have?

a. None ☐
b. Less than 6 months ☐
c. About 6-11 months ☐
d. About 1-2 years ☐
e. About 3-5 years ☐
f. About 6-10 years ☐
g. Over 10 years ☐

50. Apart from the education you have already told us about and before you started your job, you may have needed a related training program such as an APPRENTICESHIP, INTERNSHIP, ARTICLING or a CERTIFICATE. If so, how long was the training program?

a. Does not apply ☐
b. Less than 1 month ☐
c. 1 month - 5 months ☐
d. 6 months - 11 months ☐
e. 1 year ☐
f. 2 years ☐
g. 3 years ☐
h. 4 years ☐
i. 5 years ☐

51. Once someone starts working in a job like yours, how long does it take to learn to do it?

a. Less than 1 month ☐
b. 1-2 months ☐
c. 3-6 months ☐
d. 7-11 months ☐
e. 1-2 years ☐
f. More than 2 years ☐

Circle ONE number on each scale	Little or no input	Some input	Moder-ate input	Consid-erable input	Major input
52. How much input do you have to the way things are done or the methods and procedures used:					
(1) by yourself.	1	2	3	4	5
(2) by your unit, section or ward.	1	2	3	4	5
(3) by your branch or institution.	1	2	3	4	5
(4) by your ministry.	1	2	3	4	5
(5) by other ministries.	1	2	3	4	5
53. How much input do you have to the DEVELOPMENT of policy or the SETTING of goals:					
(1) of your unit, section or ward.	1	2	3	4	5
(2) of your branch or institution.	1	2	3	4	5
(3) of your ministry.	1	2	3	4	5

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
54. How much time do you spend:					
(1) arranging schedules or adjusting priorities to meet commitments other than your own.	1	2	3	4	5
(2) arranging resources, by, for example, organizing supplies, rooms or staff replacements.	1	2	3	4	5
(3) monitoring other people's deadlines for assignments and projects.	1	2	3	4	5
55. How much time do you spend CO-ORDINATING processes or projects:					
(1) for yourself.	1	2	3	4	5
(2) for your unit, section or ward.	1	2	3	4	5
(3) for your branch or institution.	1	2	3	4	5
(4) for your ministry.	1	2	3	4	5
(5) for other ministries.	1	2	3	4	5

Circle ONE number on each scale

		Little or no input	Some input	Moderate input	Considerable input	Major input
56.	Many jobs directly affect the people or the province of Ontario. How much input do you have to decisions affecting:					
(1)	individual members of the general public, clients, patients, residents or inmates.	1	2	3	4	5
(2)	organizations or groups outside the Ontario Public Service.	1	2	3	4	5
	Some examples could be businesses, associations or municipalities.					
(3)	sectors of the province, for example, the economy or the environment.	1	2	3	4	5

Check ALL that apply

57. Which statements describe the responsibility you usually have for GUIDING THE WORK DONE BY RESIDENTS or INMATES in provincial facilities?

a. Does not apply ☐
b. Show residents or inmates how to do specific tasks ☐
c. Assign tasks on an individual basis, check that they are done and give guidance where needed ☐
d. Lead work teams or task groups ☐
e. Supervise vocational or industrial workshops ☐

THE NEXT FOUR QUESTIONS ASK ABOUT YOUR RESPONSIBILITY FOR STAFF.
INCLUDE FULL TIME, PART TIME, STUDENTS, SEASONAL, CASUAL, AND GO TEMP.

58. Which of the following statements describe the responsibility you usually have for STAFF?

a. Does not apply ☐
b. Show other staff how to do work ☐
c. Train new staff ☐
d. Train staff, and assign and check their work ☐
e. Lead project team, work crew or task force ☐
f. Oversee the work of staff in a unit, with input into hiring and evaluating staff ☐
g. Supervise and manage the work of other staff, with full responsibility for hiring decisions, evaluating performance and disciplining staff ☐

Check the ONE that applies

59. How many STAFF do you oversee during the year?

a. None ☐
b. 1-4 ☐
c. 5-9 ☐
d. 10-19 ☐
e. 20-49 ☐
f. 50-99 ☐
g. 100 or more ☐

60. How different from each other are the jobs done by the STAFF you oversee?

a. does not apply ☐
b. not different ☐
c. somewhat different ☐
d. moderately different ☐
e. considerably different ☐
f. extremely different ☐

61. For how much of the year do you oversee other STAFF?

a. Does not apply ☐
b. A few days per year ☐
c. A few weeks per year ☐
d. A few months per year ☐
e. 6 months per year ☐
f. 9 months per year ☐
g. 12 months per year ☐

Check the ONE that applies

62. Some jobs have a responsibility for money and finances. Check the highest amount you are responsible for dealing with at any one time while doing the following:

(1) handling cash or cheques, such as fees, fines, licences or petty cash.

a. Does not apply ☐
b. Up to $100 ☐
c. $101 to $1000 ☐
d. $1001 to $10,000 ☐
e. $10,001 to $100,000 ☐
f. $100,001 to $500,000 ☐
g. $500,001 to $1,000,000 ☐
h. Over $1,000,000 ☐

(2) recommending or approving payments or refunds.

Some examples could be assistance payments, living allowances, rent or travel expenses, or payment of invoices or purchases.

a. Does not apply ☐
b. Up to $100 ☐
c. $101 to $1000 ☐
d. $1001 to $10,000 ☐
e. $10,001 to $100,000 ☐
f. $100,001 to $500,000 ☐
g. $500,001 to $1,000,000 ☐
h. Over $1,000,000 ☐

(3) recommending or approving the allocation of budgets or the funding of projects or programs.

a. Does not apply ☐
b. Up to $100 ☐
c. $101 to $1000 ☐
d. $1001 to $10,000 ☐
e. $10,001 to $100,000 ☐
f. $100,001 to $500,000 ☐
g. $500,001 to $1,000,000 ☐
h. Over $1,000,000 ☐

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
63. How much time do you spend verifying or processing payments, invoices, refunds or financial transactions?	1	2	3	4	5
64. Some jobs require MANUAL or PHYSICAL skills to operate equipment. How much time do you spend doing each of the following:					
(1) fine and precise work.	1	2	3	4	5
Some examples could be using delicate laboratory or medical equipment or drafting instruments.					
(2) using equipment that requires very controlled movement.	1	2	3	4	5
Some examples could be computer keyboards, typewriters, sewing machines, microscopes or power tools.					
(3) operating vehicles or heavy equipment requiring whole body control.	1	2	3	4	5
Some examples could be cars, forklifts, snowplows or graders.					
(4) using hand tools requiring accurate control and steadiness.	1	2	3	4	5
Some examples could be vacuum cleaners, brooms, shovels, hammers or knives.					
(5) using equipment requiring rapid physical movement.	1	2	3	4	5
Some examples could be key-punching or data entry, typing, assembling food trays on a conveyer belt, or hand-feeding printers.					
(6) maintaining physical balance when doing your work.	1	2	3	4	5
Some examples could be working on ladders or scaffolding; working on boats, slippery floors or moving surfaces; carrying loaded trays.					

Circle ONE number on each scale	Little or no time	Some of the time	Half of the time	A lot of the time	Most or all of the time
65. How much time must you spend doing the following physical activities in your job:					
(1) standing or walking.	1	2	3	4	5
(2) sitting.	1	2	3	4	5
(3) working in awkward or cramped positions, such as bending, kneeling or stretching.	1	2	3	4	5
(4) running or jumping.	1	2	3	4	5
(5) climbing, such as climbing ladders or over rough terrain.	1	2	3	4	5
66. When working with PEOPLE, physical skills and co-ordination are sometimes very important. How much time do you spend doing the following:					
(1) fine and detailed work, such as giving injections.	1	2	3	4	5
(2) work requiring co-ordination and controlled movement, such as changing diapers, feeding patients, lifting people, doing physiotherapy or recreational activities.	1	2	3	4	5
(3) work requiring precise timing and specific techniques, such as to restrain or lift resisting people.	1	2	3	4	5

Circle ONE number on each scale	Rarely or never	Some times	Fairly often	Often	Very often
67. In the average work week, how often do you lift, lower or move OBJECTS, without mechanical devices, weighing:					
(1) less than 10 lbs. (Less than 4 1/2 kg.)	1	2	3	4	5
(2) 10 - 24 lbs. (4 1/2 - 11 kg.)	1	2	3	4	5
(3) 25 - 49 lbs. (11 1/2 - 22 kg.)	1	2	3	4	5
(4) 50 - 74 lbs. (22 1/2 - 33 kg.)	1	2	3	4	5
(5) over 75 lbs. (over 34 kg.)	1	2	3	4	5

Circle ONE number on each scale

		Rarely or never	Some times	Fairly often	Often	Very often
68.	In the average work week, how often do you lift, lower or move PEOPLE, without the help of mechanical devices, weighing:					
	(1) less than 25 lbs. (less than 11 1/4 kg.)	1	2	3	4	5
	(2) 25 - 49 lbs. (11 1/4 - 22 kg.)	1	2	3	4	5
	(3) 50 - 74 lbs. (22 1/2 - 33 kg.)	1	2	3	4	5
	(4) Over 75 lbs. (over 34 kg.)	1	2	3	4	5
69.	In the average work week, how often do you lift, lower or move ANIMALS, without mechanical devices, weighing:					
	(1) less than 10 lbs. (Less than 4 1/2 kg.)	1	2	3	4	5
	(2) 10 - 24 lbs. (4 1/2 - 11 kg.)	1	2	3	4	5
	(3) 25 - 49 lbs. (11 1/2 - 22 kg.)	1	2	3	4	5
	(4) 50 - 74 lbs. (22 1/2 - 33 kg.)	1	2	3	4	5
	(5) over 75 lbs. (over 34 kg.)	1	2	3	4	5

Check the ONE that applies

70. Travel is a part of many people's jobs. How many DAYS in a year must you drive or use transportation such as planes, trains, or public transit as part of your job?

a. Does not apply ☐
b. 1 - 5 ☐
c. 6 - 25 ☐
d. 26 - 50 ☐
e. 51 - 100 ☐
f. 101 - 200 ☐
g. Over 200 ☐

Check the ONE that applies

71. How many NIGHTS in a year do you stay away from home because you have to travel to do your job?

- a. Does not apply ☐
- b. 1 - 5 ☐
- c. 6 - 25 ☐
- d. 26 - 50 ☐
- e. 51 - 100 ☐
- f. 101 - 200 ☐
- g. Over 200 ☐

72. How many NIGHTS in the year do you have to be at your place of work to do your job?

- a. Does not apply ☐
- b. 1 - 5 ☐
- c. 6 - 25 ☐
- d. 26 - 50 ☐
- e. 51 - 100 ☐
- f. 101 - 200 ☐
- g. Over 200 ☐

Circle ONE number on each scale

		Rarely or never	Some times	Fairly often	Often	Very often
73.	Many people are exposed to hazardous or unpleasant conditions at work. When doing your job, how often are you exposed to the following potential hazards:					
(1)	physical attacks by people.	1	2	3	4	5
(2)	attacks by animals.	1	2	3	4	5
(3)	fire.	1	2	3	4	5
(4)	radiation.	1	2	3	4	5
(5)	infectious disease, such as tuberculosis, measles or hepatitis B.	1	2	3	4	5
(6)	toxic, volatile or other poisonous substances.	1	2	3	4	5

Circle ONE number on each scale	Rarely or never	Some times	Fairly often	Often	Very often
73. (continued)					
(7) dangerous heights or depths.	1	2	3	4	5
(8) wet or slippery surfaces.	1	2	3	4	5
(9) firearms or other weapons.	1	2	3	4	5
(10) falling objects or objects that are thrown.	1	2	3	4	5
(11) electrical shocks.	1	2	3	4	5
(12) vehicle travel at emergency speeds.	1	2	3	4	5
(13) high pressure steam.	1	2	3	4	5
(14) exploding material or equipment.	1	2	3	4	5
(15) working on foot in heavy traffic.	1	2	3	4	5
(16) other (please explain).	1	2	3	4	5

IN ALL JOBS MISTAKES CAN HAPPEN NO MATTER HOW MUCH CARE IS TAKEN. THE FOLLOWING QUESTIONS ASK ABOUT THE DIRECT EFFECT OF MISTAKES MADE BY YOU OR SOMEONE IN YOUR JOB.

Circle ONE number on each scale	Little or none	Some	Moder-ate	Consid-erable	Major
74. How much inconvenience to other people has a mistake caused in the past?	1	2	3	4	5
75. How much time loss has a mistake caused in the past?	1	2	3	4	5
76. How much financial loss has a mistake caused in the past?	1	2	3	4	5
77. How much loss or damage to material or equipment has a mistake caused in the past?	1	2	3	4	5
78. How much damage to the operation of a government program has a mistake caused in the past?	1	2	3	4	5
79. How much damage to the public image of the goverment has a mistake caused in the past?	1	2	3	4	5

IN ALL JOBS MISTAKES CAN HAPPEN WHICH AFFECT THE HEALTH, WELFARE, OR SAFETY OF OTHER PEOPLE, NO MATTER HOW MUCH CARE IS TAKEN. THE FOLLOWING QUESTIONS ASK ABOUT THE DIRECT EFFECT OF MISTAKES MADE BY YOU OR SOMEONE IN YOUR JOB.

Circle ONE number on each scale	Rarely or never	Some times	Fairly often	Often	Very often
80. How often in the past has a mistake caused discomfort or distress to other people?	1	2	3	4	5
81. How often in the past has a mistake caused minor injury or minor damage to the physical or psychological health of other people?	1	2	3	4	5
82. How often in the past has a mistake caused major injury or major damage to the physical or psychological health of other people?	1	2	3	4	5
83. How often in the past has a mistake caused the death of other people?	1	2	3	4	5
84 How often do the following injuries or illnesses result from hazards in your work, given that all health and safety regulations are followed:					
(1) minor cuts, bruises, abrasions, eyestrain, parasites, or minor illnesses such as colds.	1	2	3	4	5
(2) fractures, severe eyestrain, eye injuries or illnesses such as infectious hepatitis.	1	2	3	4	5
(3) injury or occupational illness resulting in partial disability.	1	2	3	4	5
(4) injury or occupational illness resulting in total disability.	1	2	3	4	5
(5) death.	1	2	3	4	5

85. Please tell us about any parts of your job that are not covered by this questionnaire.